

HUMAN RESOURCES

Fiscal Year 2012

Human Resources Report:

There were 261 regular full and part time employees of the Town and library in FY 12. During the year, there were 23 new hires, including Library Director Sharon Sharry, Public Works Trees and Grounds Division Director Alan Snow and Building Commissioner Rob Morra. 14 staff members departed Town employment, including 4 retirements.

The Human Resources, Accounting and IT departments collaborated to launch electronic Personnel Action Form processing throughout Town government, enabling finance and HR e-access to data, personnel records and history for reporting and recordkeeping purposes, and departments to receive faster response time to personnel action requests.

In the winter of 2012, Human Resources and Human Rights Director Eunice Torres retired and a search for her replacement was conducted in the spring and early summer. Town Manager John P Musante was assisted in the recruitment process by a candidate screening panel named by him that included Amherst Human Rights Commission Chair Reynolds Winslow, Conservation and Development Director David Ziomek, Personnel Board representative and retired Police Chief Charlie Scherpa, Northampton Human Resources Director Glenda Stoddard, and Health Trust Fund Manager Ms. Zlogar.

The Town settled all collective bargaining contracts with Fire, Police, DPW and SEIU through FY 13.

Personnel Board:

The Personnel Board was active met eight times during the year. The Board completed a 2 year process to update the Personnel Procedures Manual, which was presented to, and adopted by, the Select Board in May. The Board also reviewed the classifications of several new non-union positions in the Library and Town Offices.

Human Rights Commission:

The Human Rights Commission met eight times in the year. The Commission held its annual vigil in honor of the Universal Declaration of Human Rights on the Common on December 10 and its annual Community Picnic and celebration of the Human Rights Heroes Awards on June 2, 2012. Individuals receiving Human Rights Heroes Awards for their acts of kindness, compassion and social justice included Josh Gerber Dolan, Eva Katsoulakis, Kabir Narayanan, Shayna Goss, Robert Romer, Eunice Torres and Cylvanna Elgadi.